Support Our Marines. Be Part of the Team.

The Spring 2004 ITM COI Leadership Summit

Debra Filippi
ITM COI Leader

March 2004

Administrative Remarks - Introductions

- ITM COI Leader
  - Mrs. Debra Filippi, Deputy Director, HQMC/C4
- ITM COI Manager
  - Mr. Harry McDavid – mcdavidhf@hqmc.usmc.mil; DSN 223-3545
- ITM COI Management Support
  - Mr. Brian Chapin – chapinb.ctr@hqmc.usmc.mil; DSN 223-3545

Administrative Remarks - Primary Objectives

- Objective 1: Review Progress Made on Ongoing ITM COI Initiatives
- Objective 2: Discuss Ongoing USMC/DON/DOD Initiatives Impacting ITM Workforce
- Objective 3: Shape Ongoing USMC/DON/DOD Initiatives

Agenda – Day 1

- Administrative Remarks
- Welcome - Mrs. Filippi, ITM COI Leader
- Keynote Address - BGen Thomas, Director, C4
- Information Assurance Scholarship Program Address/Discussion
- NMCI-Impacted Civilian Billet Restoration Status Update
- Ongoing ITM COI Training Initiatives
- LUNCH
- USMC-USAF Civilian Exchange Program Update
- Civilian Career and Leadership Development Branch (MPC-30) Update
- Other Ongoing ITM COI Initiatives
- Wrap-Up

Agenda – Day 2

- Administrative Remarks
- IGCA Billet Coding & Military-Civilian Billet Conversion
- ITM Credential Discussion
- ITM Credential Breakout Groups
- LUNCH
- Career Mobility Program Discussion
- NSPS Address - Ms. Anne-Marie Khinoo, Civ Workforce Development Branch Head
- DON IM/IT Civilian Workforce Planning - Ms. Sandra Smith, DON/CIO
- Wrap-Up

Agenda – Day 3

- Administrative Remarks
- Marine Corps Enterprise IT Services (MCEITS) Overview - Lt Col Brady, C4
- “Shaping MCEITS” Discussion
- MCEITS Breakout Groups
- MCEITS Roundtable
- LUNCH
- ITM Credential Roundtable
- Summit Next Steps/Wrap-Up

FY04 Goals

- Continue to execute tasks generated by FY03 Goals
  - Expand Training Opportunities
  - Implement USMC-USAF Civilian Exchange Program
  - Refine Hamilton Award
  - Assess Results from IT Roadmap Self-Assessment
- Initiate execution of new FY04 goals
  - Communicate to the civilian ITM workforce the “Post-NMCI Information Technology Services environment”
  - Create Career Progression Pyramids
  - Create Career Mobility Enhancement Program
  - Refine Community composition -- include Wage Grade?

USMC-USAF Exchange Program

- 1 for 1 job swap between ITM COI members and USAF Communications and Information Career Program Members
  - Pilot Version: 90 days; Full Version: 179 days
- Fulfills strategic imperative to provide Civilian Marines with Joint experience
- MOA signed by AF/XI 29 March 2004
- Candidate Locations/Participants?
- Incentives?

Expanding Training Opportunities

- **C4 Planner's Course**
  - 8 week course begins in February; GS 11-15 eligible
  - 2 ITM COI seats established for FY04
- **Advanced Communications and Information Systems Course (ACIS)**
  - 2 week course begins in May; GS 13-15 eligible
  - 2 ITM COI seats established for FY04
  - Message released 24 March 2004
  - Applications due 2 April 2004 to Brian Chapin (chapinb.ctr@hqmc.usmc.mil)

Expanding Training Opportunities

- **Communications Information Systems Officer's Refresher (CISOR) Course**
  - 2 week course begins in June; GS 9-12 eligible
  - 8 ITM COI Members attended in FY03
  - 2 new seats established for FY04
  - Message forthcoming on application procedures/guidelines
- **Naval Postgraduate School Distributed Learning**
  - Online graduate certificate program begins in July
  - 10 fully funded online seats available to USMC
  - Competitive Selection by Panel
  - Message forthcoming on application procedures/guidelines

Expanding Training Opportunities

- **Expeditionary Warfare School (EWS)**
  - 8 month resident course begins in August; GS 11-13 eligible
  - 1 ITM COI Seat for FY04 - Competitive Selection by Panel
  - Non-Competitive Distance Learning option available
  - Message forthcoming on application procedures/guidelines.
- **Command & Staff College**
  - 8 month resident course begins in August; GS 11-13 eligible
  - 1 ITM COI seat established for FY04; Competitive Selection by Panel
  - Non-Competitive Distance Learning option available,
  - Message forthcoming on application procedures/guidelines

Expanding Training Opportunities

- **Information Assurance Scholarship Program**
  - DOD-funded graduate program; 2-part certificate/doctoral program
  - Multiple paths available
    - Naval Postgraduate School (NPS) - Resident
    - Air Force Institute of Technology (AFIT) - Resident
    - National Defense University (NDU) - NON-RESIDENT
  - National Defense University Path includes several partner universities with ONLINE programs
    - James Madison University
    - University of Dallas
    - University of Maryland
    - Syracuse University
  - Message forthcoming on application procedures/deadlines

NMCI-Impacted Civilian Billet Restoration - The Issue

- NMCI rendered 150 Civilian Marine billets obsolete
- Obsolete billets scheduled for deletion from T/O and LOAs at time of AOR (FY04 and 05)
- Base/Station G-6's sent ad hoc requests to P&R, C4, M&RA to have billets removed from the Deletion List (ex: MCAS New River, MCB Camp Lejeune, MCLB Barstow, HQMC AR)
- Needed a structured, repeatable, and fair process to validate which billets should/not be on the Deletion List
- The role of IT in the Marine Corps has evolved since 1999
- The understanding of NMCI services has matured since 1999

NMCI-Impacted Civilian Billet Restoration - The Approach

- Collaborative Process - included C4, M&RA, P&R
  - Open Ended
  - No Quota or preconceived notion
- Approach consisted of:
  - Data Call Letter
    - Drafted by C4 and released by M&RA with consultation from P&R
    - Solicited requests from G-6s to have billet(s) removed from the Deletion List
    - Listed requirements to justify removal
  - Evaluation process
    - Multiple rounds of analysis
    - Quantitative AND Qualitative
  - Present a Joint C4/M&RA re-validated Deletion List to P&R
  - P&R works from re-validated Deletion List

NMCI-Impacted Civilian Billet Restoration - The Outcome

- 38 billets recommended for Removal from Deletion List
- 3 billets NOT recommended for Removal from Deletion List
- Recommendation letter sent to P&R
- P&R directed C4 to submit POM Request during FY06 POM process

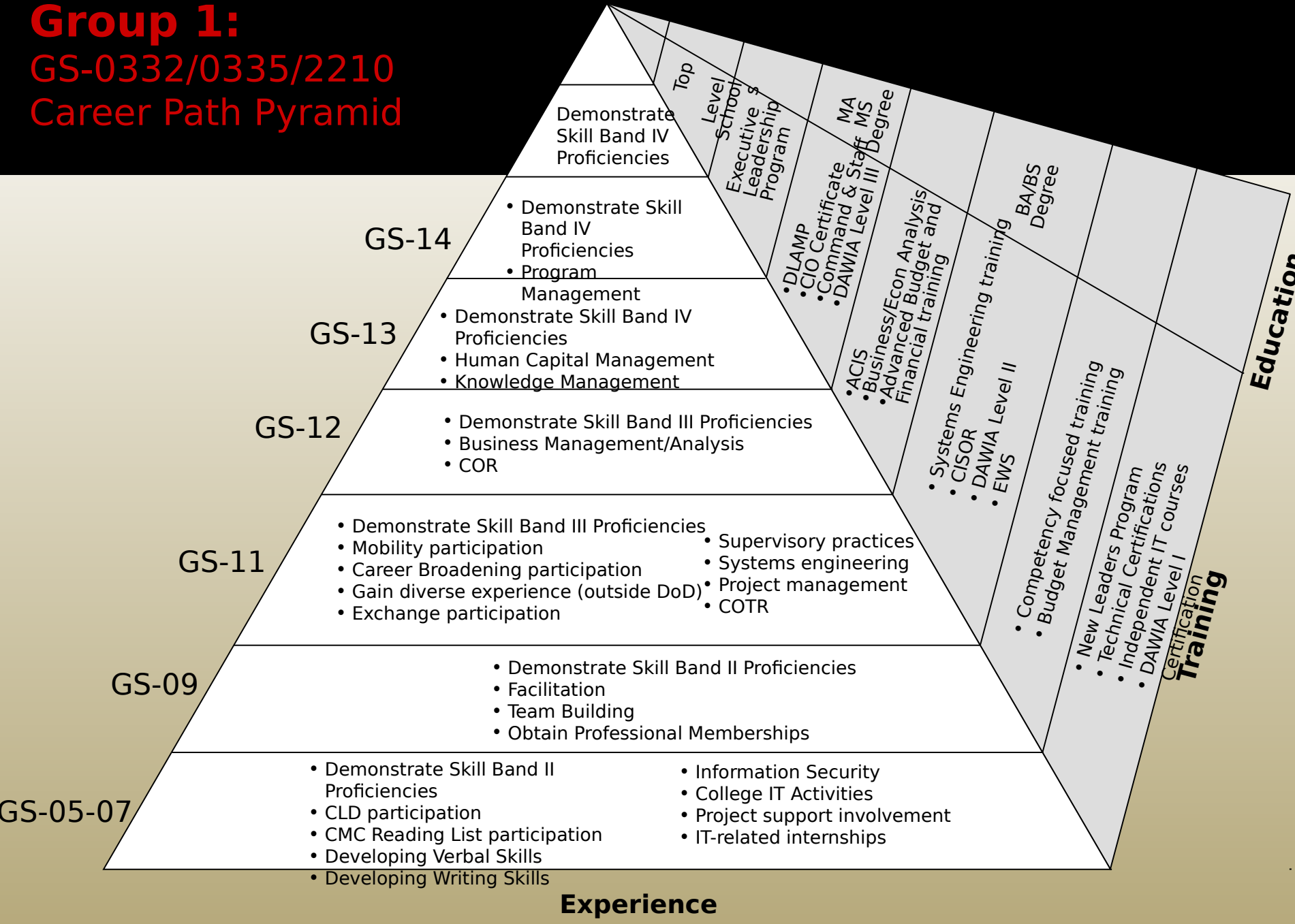
NMCI-Impacted Civilian Billet Restoration - The POM

- SEE SEPARATE POM BRIEFING

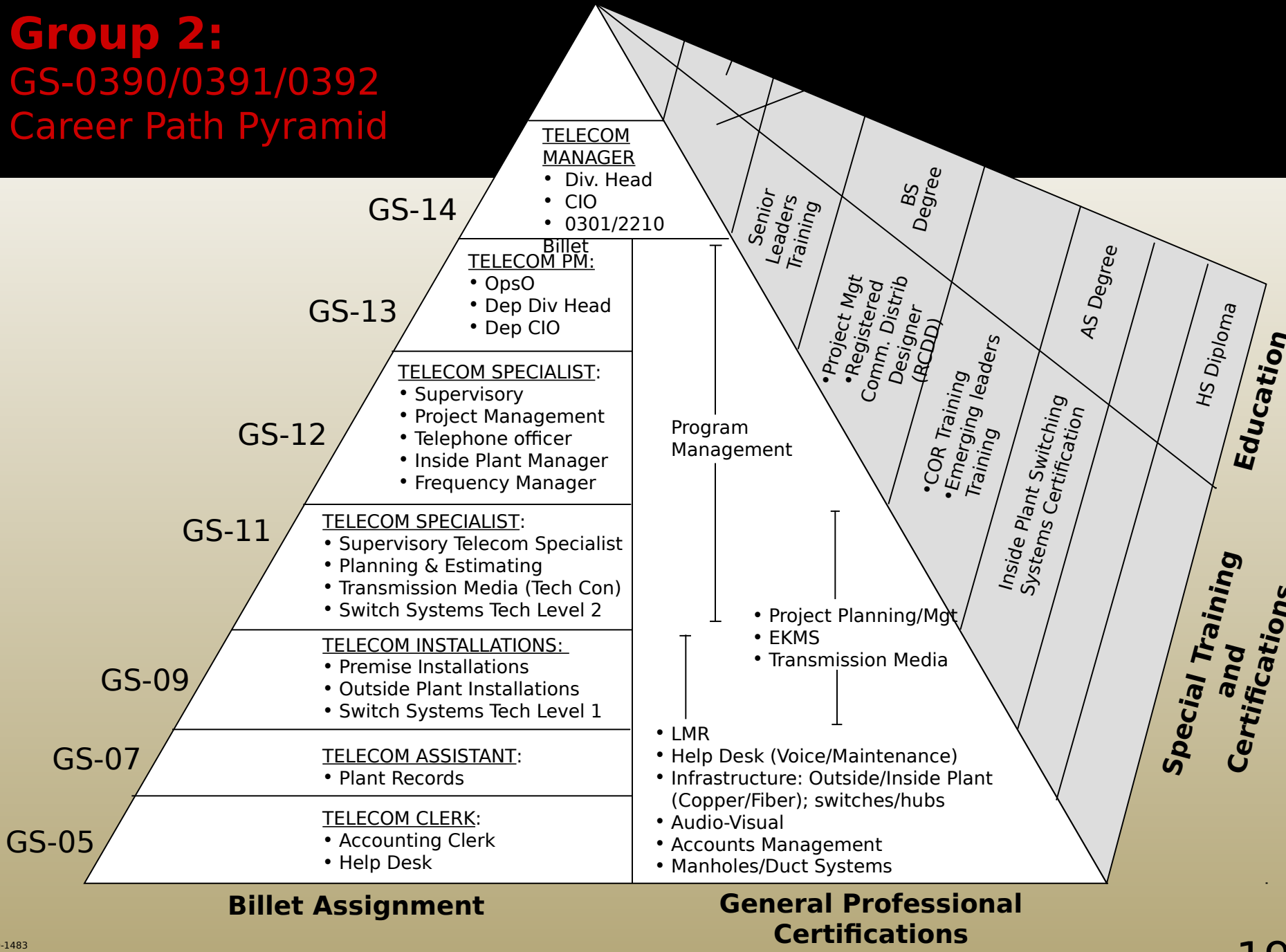
James Hamilton ITM Civilian Marine of the Year Award

- Recognizes noteworthy acts of leadership and technical innovation in the Information Technology Management Field
- Named after Civilian Marine with combined active-civilian service of over 50 years
- Inaugural Award to be presented at C4 Dinner 1 April 2004
- Recipient: Mr. Steven Page, Marine Corps Network Operations and Security Command (MCNOSC)
- Suggestions for improvement?

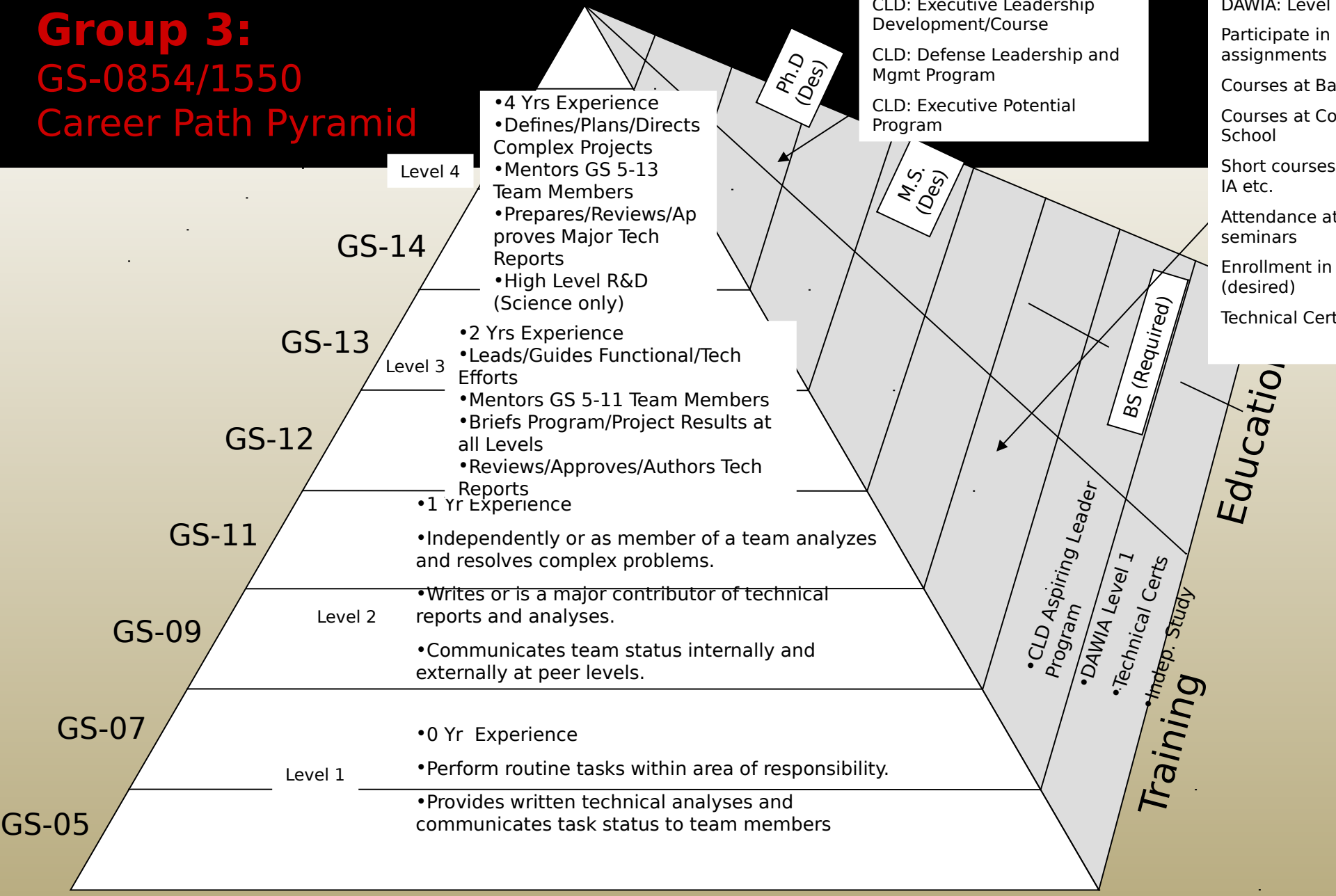
Group 1:
GS-0332/0335/2210
Career Path Pyramid



Group 2:
GS-0390/0391/0392
Career Path Pyramid



Group 3:
GS-0854/1550
Career Path Pyramid



Billet Assignment

Career Mobility Program

- Initial Focus
  - Provide enhanced visibility of Vacancies in ITM-aligned billets to COI Members
- Eventual Focus
  - Problem areas of Recruit-to-Hire Process

Next Steps

- Create Charter for COI Regional Leadership Group
- Define Goals to be pursued before Fall 2004 Summit
- Define Milestones for Each Goal
- Achieve Significant Progress on Each Goal by Fall 2004 Summit